

Together.....Yes, We Can!



A Motivational Conversation with
David Burden

State of California Department of
Corrections and Rehabilitation





Today's Goals

- Shift Perceptions of Stress and Change
- Regain Personal Power
- Contribute Less to your own Stress and less to those around you
- Collaborate with Peers and Colleagues and use them as valued resources



Engage, Empower, and Inspire

- Continue to partner with State of California and in particular the Kathy Manzer and the CDCR Office of Employee Wellness since 2007
- Visited prisons throughout San Diego, Los Angeles and Riverside/San Bernardino Counties
- Headquarters staff, prison staff and support personnel
- Conducted over 300 workshops on stress reduction reframing and resilience training for the State of California, UCSD, and Fortune 500's



Casualties of Ongoing Stress and Uncertainty

- Attitude
- Behavior
- Work place respect and basic courtesy
- Demonstrations of basic kindness
- Quality of communication has diminished
- What other casualties have you observed?

New Sights

New Sounds

New People

New Activities



**Learn to be
Creative in
Reframing
Stress**

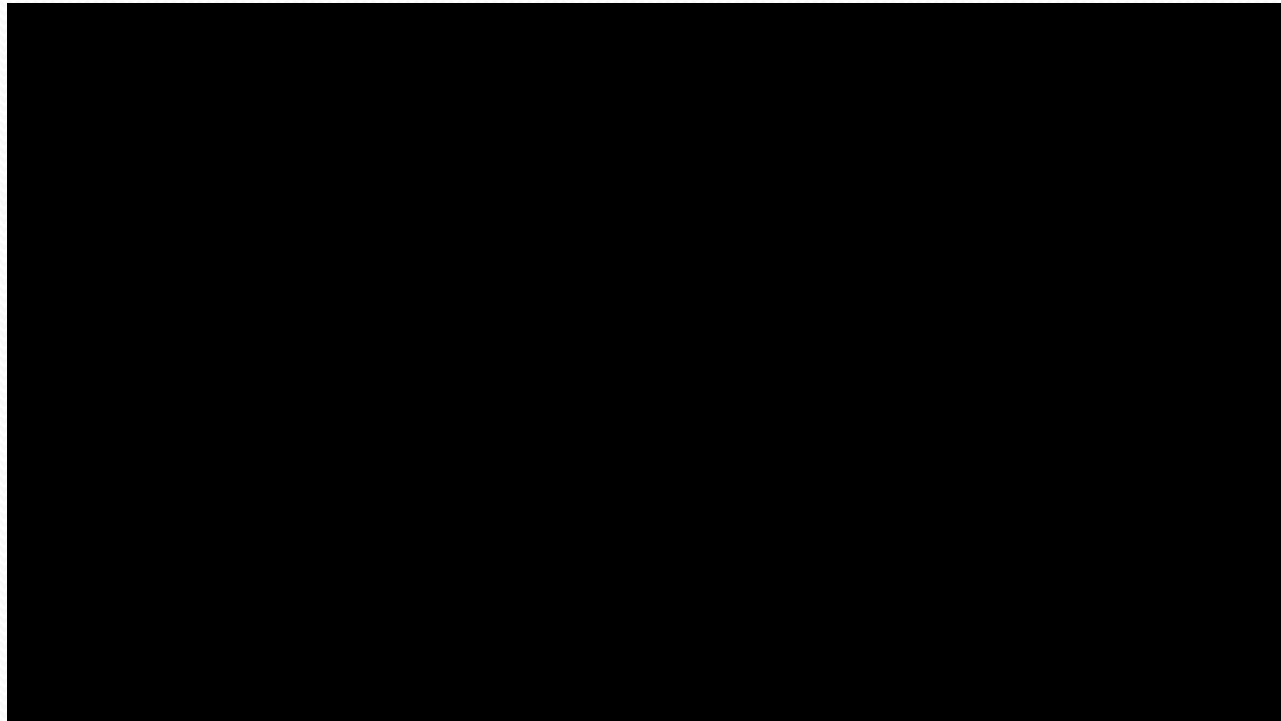
Dame Shirley Bassey

2012



Making Choices (Video)

*Video clip is available on the full version of the filmed presentation (link to the video is located on the OEW site).





Stress and its Companions

- Fear
- Powerlessness
- Control Issues – Over/Under
- Depression



Stress: Root Causes

- Money
- Security
- The Future
- Change
- Uncertainty
- Other People
- Unrealistic Expectations
- Health
- What Else



What REALLY Happens When We're Stressed?

In addition to the physical challenges,

- We lose sight of what is and isn't important
- We lose the ability to see things clearly, accurately
- We lose the ability to identify where we have impact and where we don't
- We lose the feeling of accomplishment and achievement



A Few Fun Facts about Stress

- Stress is a necessary and useful part of life
- All stress is not bad stress
- We can choose to embrace it or fight it
- It be channeled into a positive energy source
- It can it be used as fuel for creativity instead of the basis of acid buildup on our stomachaches



What Does it Cost to Change?

- Awareness
- Willingness to accept the current state
- Willingness to Change to a New State
- Requires us to Make a Choice and a DECISION



Do Nothing About Your Stress and.....

- Become sour, bitter and angry
- Difficult to deal with
- Rude, Fearful
- Self Esteem and self assurance diminish
- Become part of the 61% of people who have been stressed out so long they require medication
- Hunker Down and Pray for Daylight Mentality
- The White Knuckler
- Fights People
- Becomes isolated within the team*
- Fights Change



Do Something and....

- Get a better picture of reality - separate fact from fiction
- Identify opportunities even during chaos
- Look for actions, strategies that can be undertaken
- Develop creative resources
- Understand that we really need to be on our best behavior during change and uncertainty
- Improve self care, and the care taken of others on the team



Stress and Change: Shifting Perspectives

- Assume responsibility for our own feelings actions, and behaviors. No longer use stress as an excuse to treat others badly
- Exchange for or replace stress behaviors and reactions that are not working for those that will
- Move from feeling we have limited power over our stress and move to stress transfer actions



Reframing stress and related behaviors

- No one manages stress perfectly all the time
- Our stress responses are a combination of history, chemistry and habit
- We can progressively reframe our expectations of situations that trigger stress
- We can cut ourselves some slack....and others too!

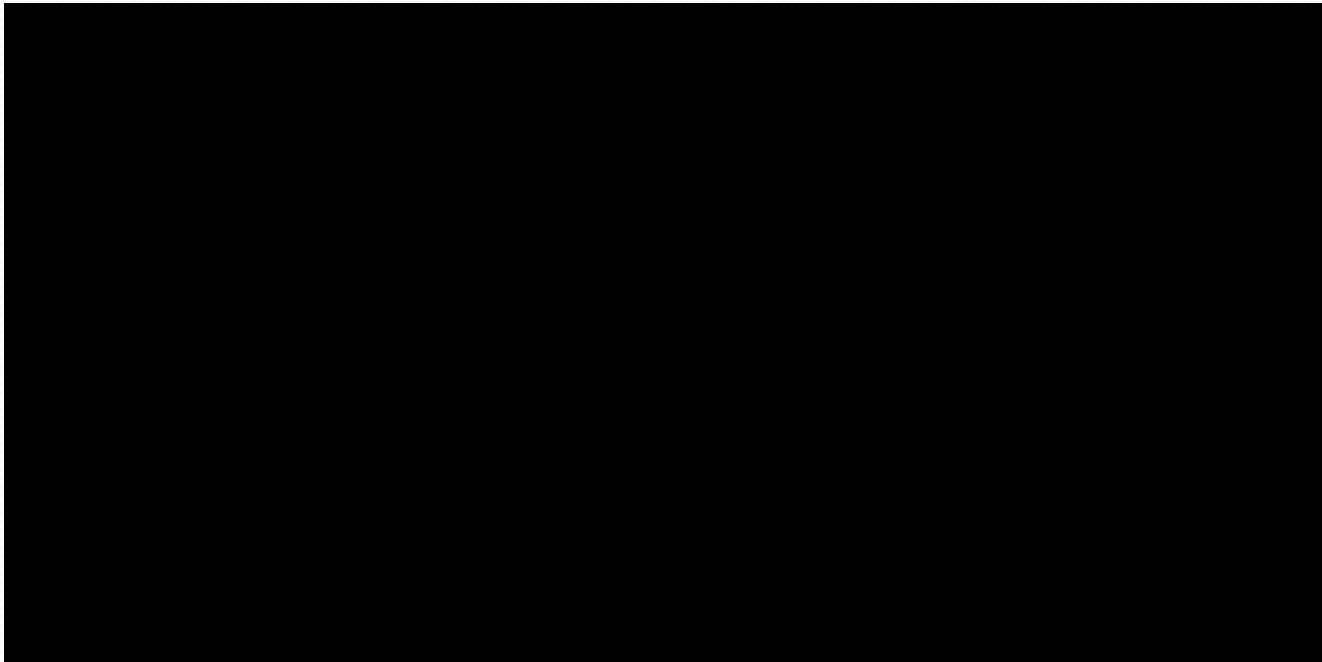


Making the Shift

- Making time to examine where you are, how you feel about it, and what you would like to see happen next
- Know your triggers! What makes you feel happy? Sad? Anxious?
- Develop awareness of your personal physical stress responses
- Do the same for those on your team
- Make good use of diet and exercise

Next Steps? (Video)

*Video clip is available on the full version of the filmed presentation (link to the video is located on the OEW site).





Find and Use Every Available Resource

- www.cdcr.ca.gov/Wellness/index.html
- www.mhn.com
- www.studygs.net/stress.html
- <http://www.unburdenyou.com/blog/>